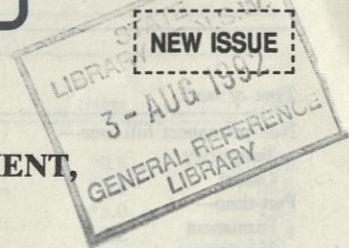


CATALOGUE NO. 6247.1  
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## PART-TIME, CASUAL AND TEMPORARY EMPLOYMENT, NEW SOUTH WALES, OCTOBER 1991

### MAIN FEATURES

An estimated 455,200 persons in their current main job were employed on a part-time, casual or temporary basis in NSW in October 1991. Of these, 46.6 per cent were employed on a regular casual basis and 29.5 per cent as permanent part-time workers.

Over three quarters (77.8%) of the part-time, casual or temporary workers were female. Females comprised 90.6 per cent of permanent part-time workers, 79.2 per cent of regular casual workers and 66.6 per cent of irregular casual workers. Conversely, males comprised the majority of casual full-time workers (60.9%) and made up 45.2 per cent of other part-time workers.

Nearly half of the part-time, casual or temporary workers were aged 25-44 years with females in this age group making up 42.1 per cent of the total. Of the male workers, over one third (33.5%) were aged 15-19 years, with an estimated 20,400 being employed on a regular casual basis.

The largest number of part-time, casual or temporary workers were employed in wholesale and retail trade, with an estimated 132,400 persons or nearly 30 per cent of the total. Of those persons, 65.6 per cent were employed on a regular casual basis. There were also an estimated 129,900 persons employed in community service industries, nearly 50 per cent of whom were employed as permanent or temporary part-timers.

Salespersons and personal service workers comprised an estimated 134,300 persons or 29.5 per cent of the total part-time, casual or temporary workforce. Clerks represented 22.8 per cent and labourers and related workers 22.4 per cent.

Nearly 47 per cent of persons employed on a part-time, casual or temporary basis did so for personal reasons; 31.7 per cent worked part-time for employment reasons and 20.6 per cent did so for family reasons. Females comprised 99.1 per cent of those who worked part-time for family reasons, 73.9 per cent of those who did so for personal reasons and 70.2 per cent of those who worked part-time for employment reasons.

Of persons employed on a part-time, casual or temporary basis their reported benefits and conditions of employment were:

Benefit/condition	Coverage (per cent)
Workers' compensation	82.7
Award coverage	69.7
Overtime rates	44.0
Superannuation	36.6
Trade union membership	30.5
Formal training by employer	28.5
Long service leave entitlement	28.1
Career structure/promotion opportunities	23.0
Study leave	14.1

### NOTES

This publication contains results relating to the part-time, casual and temporary employment survey conducted throughout NSW in October 1991. The major objective of the survey was to collect data on the benefits and conditions of employment for specific categories of those persons who usually work on a part-time and non-permanent full-time basis.

Explanatory and Technical Notes for these data are located on pages 9-11.

DENIS FARRELL  
Deputy Commonwealth Statistician

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TABLE 1. PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY: TYPE OF WORK, NSW, OCTOBER 1991  
('000)

Type of work	Males		Females		Persons	
	Number	Per cent	Number	Per cent	Number	Per cent
Non-permanent full-time—						
Temporary	*1.3	*1.3	*1.6	*0.4	*2.9	*0.6
Casual	8.8	8.7	5.6	1.6	14.4	3.2
Part-time—						
Permanent	12.7	12.6	121.5	34.3	134.2	29.5
Temporary	*1.4	*1.4	*3.6	*1.0	5.0	1.1
Regular casual	44.2	43.9	168.0	47.4	212.2	46.6
Irregular casual	18.6	18.5	37.2	10.5	55.8	12.3
Other	13.9	13.8	16.8	4.7	30.7	6.7
Total	100.9	100.0	354.3	100.0	455.2	100.0

PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY:  
TYPE OF WORK, NSW, OCTOBER 1991,

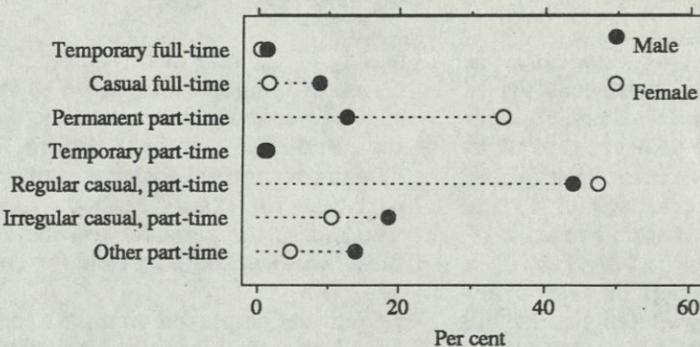


TABLE 2. PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY: AGE BY SEX, NSW, OCTOBER 1991  
('000)

Type of work	Age (years)					
	15-19	20-24	25-34	35-44	45 and over	Total
	Males					
Non-permanent full-time	*1.3	*3.2	*3.0	*2.1	*0.5	10.1
Part-time—						
Permanent and temporary	*2.0	*1.7	*3.9	*2.1	*4.3	14.0
Regular casual	20.4	8.5	6.8	*2.6	6.0	44.2
Irregular casual	7.5	*2.6	*2.2	*1.9	*4.3	18.6
Other	*2.6	*1.2	*3.8	*1.7	4.6	13.9
Total	33.8	17.1	19.7	10.4	19.8	100.9
	Females					
Non-permanent full-time	*0.9	*1.1	*2.8	*1.8	*0.5	7.2
Part-time—						
Permanent and temporary	*0.8	7.2	35.4	43.3	38.4	125.1
Regular casual	33.7	22.3	37.1	42.9	32.0	168.0
Irregular casual	7.6	5.7	7.8	8.9	7.1	37.2
Other	*—	*0.7	*4.3	7.2	4.6	16.8
Total	43.0	37.0	87.5	104.1	82.7	354.3
	Persons					
Non-permanent full-time	*2.1	*4.3	5.8	*4.0	*1.1	17.3
Part-time—						
Permanent and temporary	*2.8	8.8	39.3	45.4	42.8	139.2
Regular casual	54.2	30.7	43.9	45.4	38.0	212.2
Irregular casual	15.1	8.3	10.1	10.8	11.4	55.8
Other	*2.6	*1.9	8.1	9.0	9.2	30.7
Total	76.8	54.1	107.2	114.6	102.5	455.2

TABLE 3. PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY: INDUSTRY NSW, OCTOBER 1991  
('000)

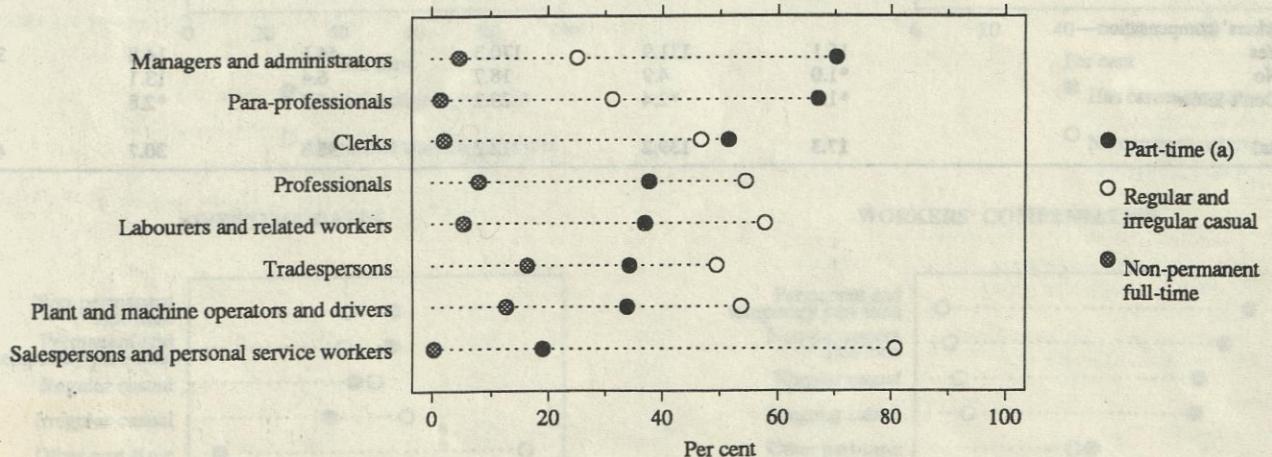
Industry	Part-time					Total
	Non-permanent full-time	Permanent and temporary	Regular casual	Irregular casual	Other	
Agriculture, forestry, fishing, and hunting	*0.8	*0.8	*4.1	*2.0	*0.8	8.6
Manufacturing and mining (a)	*3.6	11.0	11.5	*1.4	*0.8	28.3
Construction	*3.4	*3.5	*2.7	*1.1	*3.0	13.7
Wholesale and retail trade	*1.3	18.6	86.8	18.5	7.2	132.4
Transport and storage	*0.8	*3.2	*3.9	*1.1	*0.8	9.8
Communication	*—	*3.6	*1.7	*—	*0.3	5.6
Finance, property and business services	*1.5	22.7	15.9	5.0	6.2	51.3
Public administration and defence	*0.5	5.1	*2.4	*1.1	*0.3	9.4
Community services	4.7	64.9	40.7	13.6	6.1	129.9
Recreation, personal and other services	*0.5	5.7	42.5	12.0	5.3	66.0
Total	17.3	139.2	212.2	55.8	30.7	455.2

(a) Includes electricity, gas and water.

TABLE 4. PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY: OCCUPATION, NSW, OCTOBER 1991  
('000)

Occupation	Part-time					Total
	Non-permanent full-time	Permanent and temporary	Regular casual	Irregular casual	Other	
Managers and administrators	*0.3	*0.8	*1.1	*0.2	*3.0	5.4
Professionals	*3.9	13.6	18.3	8.1	4.7	48.6
Para-professionals	*0.5	19.9	6.7	*3.3	*1.4	31.9
Tradespersons	*3.0	5.5	6.3	*2.8	*0.8	18.4
Clerks	*2.3	44.7	43.1	5.2	8.6	103.9
Salepersons and personal service workers	*0.5	23.3	88.8	19.6	*2.1	134.3
Plant and machine operators and drivers	*1.4	*2.3	*3.4	*2.4	*1.3	10.9
Labourers and related workers	5.5	28.9	44.5	14.3	8.7	101.8
Total	17.3	139.2	212.2	55.8	30.7	455.2

PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY:  
OCCUPATION, NSW, OCTOBER 1991



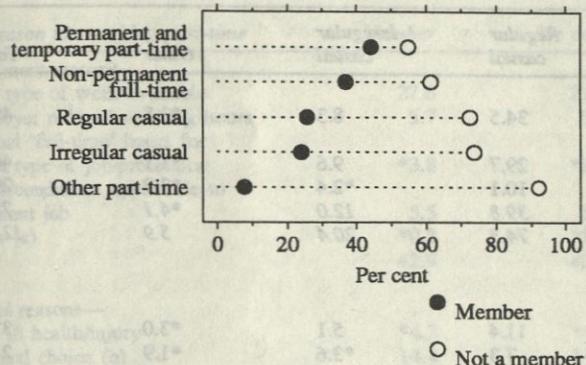
(a) Comprises permanent, temporary and other part-time workers.

TABLE 5. PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY: BENEFITS AND CONDITIONS OF EMPLOYMENT, NSW, OCTOBER 1991  
('000)

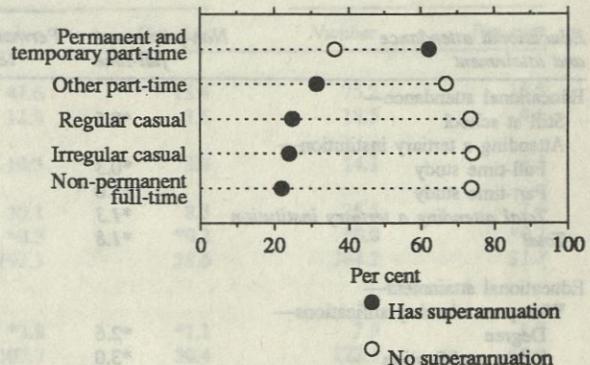
Benefits and conditions of employment	Non-permanent full-time	Permanent and temporary	Part-time			Total
			Regular casual	Irregular casual	Other	
Trade union membership—						
Yes	6.4	61.8	54.8	13.4	*2.4	138.7
No	10.6	76.6	154.2	41.1	28.3	310.8
Don't know	*0.3	*0.8	*3.2	*1.3	*—	5.6
Superannuation—						
Yes	*3.8	86.6	53.1	13.5	9.6	166.5
No	12.7	50.4	156.1	41.3	20.6	281.0
Don't know	*0.7	*2.1	*3.1	*1.1	*0.5	7.6
Award coverage—						
Yes	13.1	114.6	146.3	39.3	*4.0	317.4
No	*3.2	17.1	41.8	10.2	21.8	94.1
Don't know	*1.0	7.4	24.1	6.3	4.9	43.7
Long service leave entitlement—						
Entitled to long service leave	5.6	92.3	21.4	5.4	*2.9	127.7
Not entitled, but employer provides entitlement to other employees	*4.3	12.1	73.5	18.3	5.7	113.9
Not entitled, employer does not provide entitlement to other employees	6.5	26.7	101.9	29.3	21.3	185.7
Don't know	*0.8	8.0	15.4	*2.9	*0.8	27.9
Study leave—						
Yes	*2.3	47.9	11.0	*1.6	*1.4	64.2
No	13.7	82.8	194.0	51.6	29.1	371.1
Don't know	*1.3	8.5	7.2	*2.6	*0.3	19.8
Formal employer training—						
Yes	*3.6	59.2	49.2	13.6	*4.0	129.6
No	13.4	79.4	162.2	41.7	26.7	323.3
Don't know	*0.3	*0.6	*0.8	*0.6	*—	*2.2
Career structure/ promotion opportunities—						
Yes	*3.9	47.0	37.6	12.5	*3.8	104.8
No	12.3	90.4	171.0	42.7	26.9	343.4
Don't know	*1.0	*1.7	*3.7	*0.6	*—	6.9
Overtime—						
Yes	9.5	75.5	93.2	20.6	*1.5	200.2
No	7.2	56.6	105.6	32.8	28.7	230.9
Don't know	*0.6	7.1	13.4	*2.4	*0.5	24.0
Workers' compensation—						
Yes	15.1	131.9	170.3	44.1	14.8	376.2
No	*1.0	4.9	18.7	6.4	13.1	44.1
Don't know	*1.1	*2.4	23.2	5.3	*2.8	34.8
<b>Total</b>	<b>17.3</b>	<b>139.2</b>	<b>212.2</b>	<b>55.8</b>	<b>30.7</b>	<b>455.2</b>

BENEFITS AND CONDITIONS OF THOSE PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY,  
NSW, OCTOBER 1991

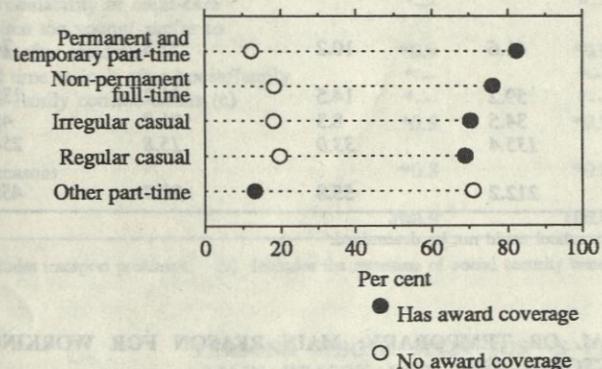
TRADE UNION MEMBERSHIP



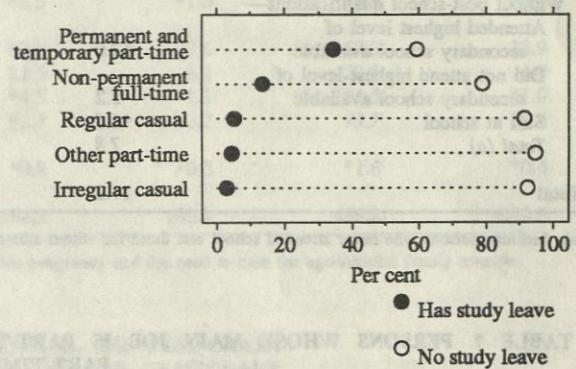
SUPERANNUATION



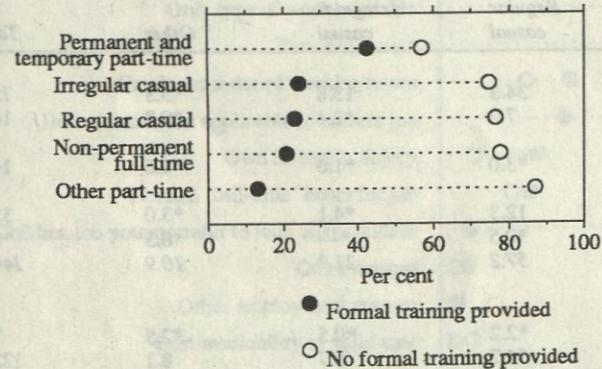
AWARD COVERAGE



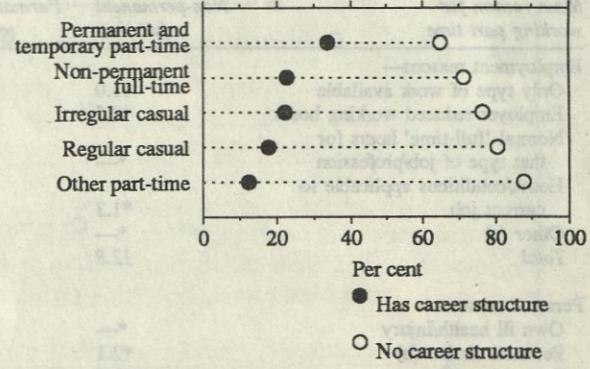
STUDY LEAVE



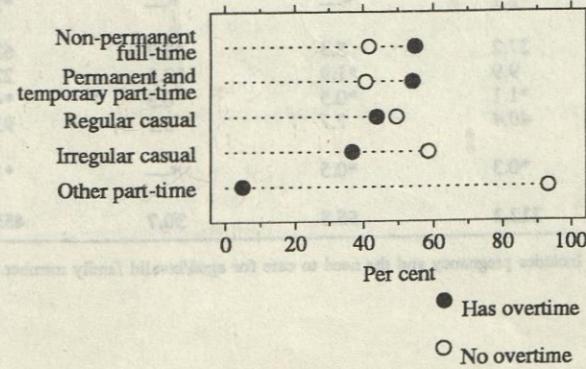
FORMAL TRAINING



CAREER STRUCTURE



OVERTIME RATES



WORKERS' COMPENSATION

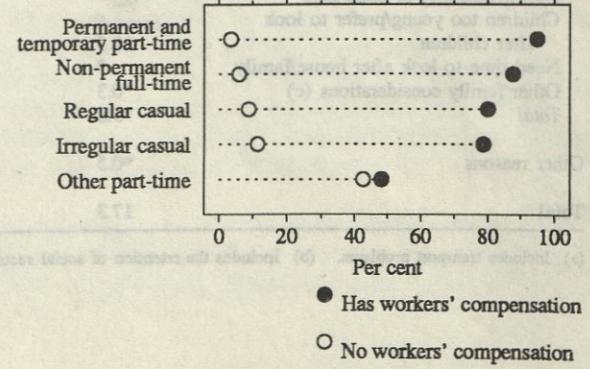


TABLE 6. PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY: EDUCATIONAL ATTENDANCE AND ATTAINMENT, NSW, OCTOBER 1991  
('000)

Educational attendance and attainment	Part-time					Total
	Non-permanent full-time	Permanent and temporary	Regular casual	Irregular casual	Other	
Educational attendance—						
Still at school	*0.5	*0.8	34.5	8.3	*1.8	45.9
Attending a tertiary institution—						
Full-time study	*0.3	5.7	29.7	9.6	*1.1	46.4
Part-time study	*1.0	12.8	10.1	*2.4	*2.9	29.2
Total attending a tertiary institution	*1.3	18.4	39.8	12.0	*4.1	75.5
<i>Total</i>	*1.8	19.2	74.3	20.4	5.9	121.5
Educational attainment—						
With post-school qualifications—						
Degree	*2.6	11.7	11.4	5.1	*3.0	33.9
Trade qualification	*3.0	5.5	7.3	*3.6	*1.9	21.3
Certificate or diploma	*3.9	55.0	57.3	14.1	9.7	140.1
Other	*—	*0.6	*0.8	*—	*0.3	*1.6
<i>Total</i>	9.5	72.8	76.8	22.8	14.9	196.9
Without post-school qualifications—						
Attended highest level of secondary school available	*2.0	19.7	41.6	10.2	*2.8	76.4
Did not attend highest level of secondary school available	5.2	45.8	59.2	14.5	11.2	135.9
Still at school	*0.5	*0.8	34.5	8.3	*1.8	45.9
<i>Total (a)</i>	7.8	66.3	135.4	33.0	15.8	258.3
<i>Total</i>	17.3	139.2	212.2	55.8	30.7	455.2

(a) Includes persons who never attended school and those for whom attendance at secondary school could not be determined.

TABLE 7. PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY: MAIN REASON FOR WORKING PART-TIME, NSW, OCTOBER 1991  
('000)

Main reason for working part-time	Part-time					Total
	Non-permanent full-time	Permanent and temporary	Regular casual	Irregular casual	Other	
Employment reasons—						
Only type of work available	11.0	10.9	34.3	13.8	5.3	75.2
Employer reduced working hours	*0.5	7.6	7.2	*2.4	*0.8	18.5
Normal 'full-time' hours for that type of job/profession	*—	7.9	*3.0	*1.6	*1.6	14.1
Hours/conditions applicable to current job	*1.3	14.9	12.3	*4.1	*3.0	35.5
Other (a)	*—	*—	*0.5	*—	*0.3	*0.8
<i>Total</i>	12.8	41.3	57.2	21.9	10.9	144.2
Personal reasons—						
Own ill health/injury	*—	*2.7	*2.2	*0.5	*2.5	7.9
Personal choice (b)	*2.1	48.3	54.7	8.7	8.1	122.1
For study purposes	*1.0	7.8	57.5	16.4	*3.0	85.6
<i>Total</i>	*3.1	58.9	114.4	25.6	13.6	215.7
Family reasons—						
Cost/availability of child-care	*—	*1.4	*2.1	*—	*—	*3.5
Children too young/prefer to look after children	*0.5	26.4	27.2	5.3	*3.7	63.2
Need time to look after house/family	*	8.6	9.9	*1.9	*2.2	22.5
Other family considerations (c)	*0.3	*2.4	*1.1	*0.5	*0.3	*4.5
<i>Total</i>	*0.8	38.7	40.4	7.7	6.1	93.7
Other reasons	*0.5	*0.3	*0.3	*0.5	*—	*1.6
<i>Total</i>	17.3	139.2	212.2	55.8	30.7	455.2

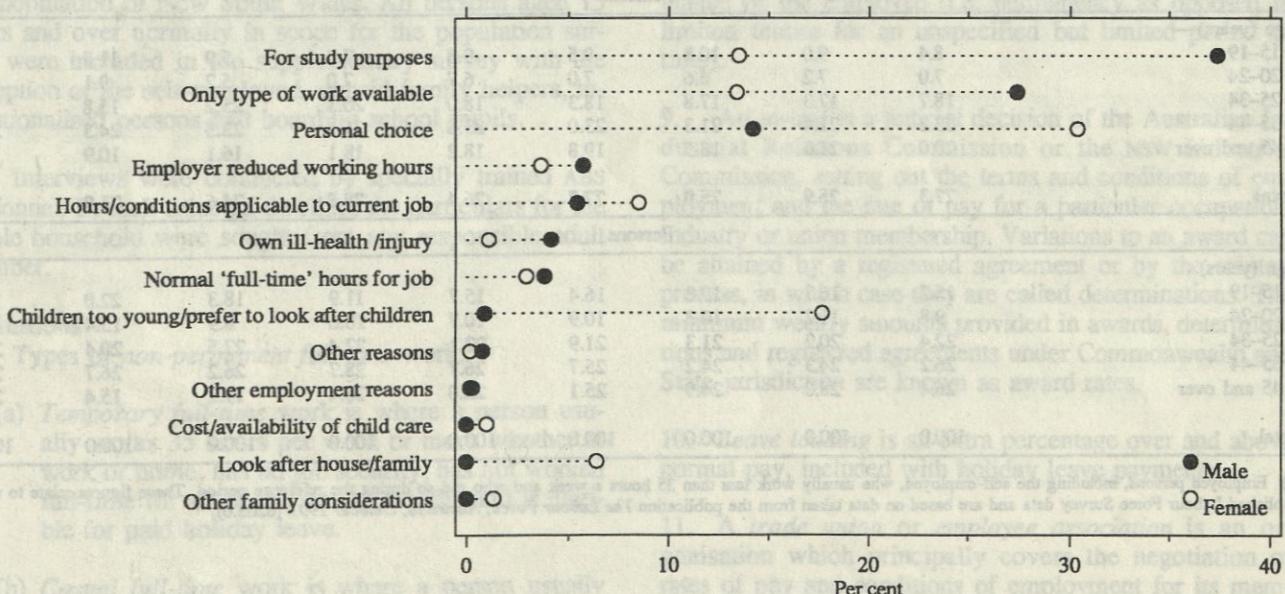
(a) Includes transport problems. (b) Includes the retention of social security benefits. (c) Includes pregnancy and the need to care for aged/invalid family member.

TABLE 8. PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY: MAIN REASON FOR WORKING PART-TIME BY SEX, NSW, OCTOBER 1991  
('000)

Main reason for working part-time	Males		Females		Persons	
	Number	Per cent	Number	Per cent	Number	Per cent
Employment reasons—						
Only type of work available	27.6	27.4	47.6	13.4	75.2	16.5
Employer reduced working hours	5.7	5.7	12.8	3.6	18.5	4.1
Normal 'full-time' hours for that type of job/profession	*3.8	*3.8	10.3	2.9	14.1	3.1
Hours/conditions applicable to current job	5.5	5.4	30.1	8.5	35.5	7.8
Other (a)	*0.3	*0.3	*0.5	*0.2	*0.8	*0.2
<b>Total</b>	<b>42.9</b>	<b>42.5</b>	<b>101.3</b>	<b>28.6</b>	<b>144.2</b>	<b>31.7</b>
Personal reasons—						
Own ill health/injury	*4.2	*4.1	*3.8	*1.1	7.9	1.7
Personal choice (b)	14.4	14.2	107.7	30.4	122.1	26.8
For study purposes	37.7	37.4	47.9	13.5	85.6	18.8
<b>Total</b>	<b>56.3</b>	<b>55.8</b>	<b>159.4</b>	<b>45.0</b>	<b>215.7</b>	<b>47.4</b>
Family reasons—						
Cost/availability of child-care	*—	*—	*3.5	*1.0	*3.5	*0.8
Children too young/ prefer to look after children	*0.9	*0.9	62.3	17.6	63.2	13.9
Need time to look after house/family	*—	*—	22.5	6.4	22.5	4.9
Other family considerations (c)	*—	*—	*4.5	*1.3	*4.5	*1.0
<b>Total</b>	<b>*0.9</b>	<b>*0.9</b>	<b>92.8</b>	<b>26.2</b>	<b>93.7</b>	<b>20.6</b>
Other reasons	*0.8	*0.8	*0.8	*0.2	*1.6	*0.4
<b>Total</b>	<b>100.9</b>	<b>100.0</b>	<b>354.3</b>	<b>100.0</b>	<b>455.2</b>	<b>100.0</b>

(a) Includes transport problems. (b) Includes the retention of social security benefits. (c) Includes pregnancy and the need to care for aged/invalid family member.

PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY:  
MAIN REASON FOR WORKING PART-TIME, CASUAL OR TEMPORARY



(b) Causes full-time workers to work less than 35 hours a week, or more, has no job security, has not worked full-time for all of the last 12 months and is not eligible for paid holiday leave.

The 'temporary full-time' category has been combined in most tables with 'casual full-time' to become 'non-permanent full-time'.

The 'non-permanent full-time' category includes all workers in part-time, casual or temporary work, or permanent part-time work, whose employer does not provide financial cover for members

TABLE 9. PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY: PREVIOUS OCCUPATION/ACTIVITY, NSW, OCTOBER 1991  
('000)

Previous occupation/activity	Non-permanent full-time	Permanent and temporary	Part-time			Total
			Regular casual	Irregular casual	Other	
Home duties	*1.4	54.6	59.5	13.0	8.1	136.5
Unemployed	*2.5	*2.7	9.9	*1.6	*2.2	19.0
Worked full-time permanent	9.2	62.0	59.6	19.6	12.5	162.9
Worked part-time (a)	*0.3	9.4	13.8	*2.6	*2.0	28.2
Secondary school	*1.0	*2.5	47.3	12.3	*2.7	65.7
Full-time study	*1.9	*4.2	17.5	5.4	*2.1	31.0
Ill/injured	*—	*1.4	*1.1	*0.3	*0.5	*3.2
Retired/voluntarily inactive	*0.3	*1.0	*2.4	*0.5	*0.3	4.6
Other (b)	*0.8	*1.3	*1.1	*0.5	*0.3	*4.1
<b>Total</b>	<b>17.3</b>	<b>139.2</b>	<b>212.2</b>	<b>55.8</b>	<b>30.7</b>	<b>455.2</b>

(a) Includes casual and temporary workers. (b) Includes voluntary work.

TABLE 10. PART-TIME WORKERS (a): AGE BY STATES AND TERRITORIES, OCTOBER 1991  
Per cent

Sex by age	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Males									
Age (years)—									
15-19	6.8	7.3	8.5	6.8	5.8	4.1	12.3	10.2	7.2
20-24	2.8	4.1	3.7	3.9	3.9	3.5	*3.7	6.4	3.6
25-34	3.7	2.9	3.5	3.6	4.1	2.0	*2.4	4.6	3.5
35-44	2.9	2.9	2.9	2.6	2.9	3.6	*3.9	2.4	2.9
45 and over	6.4	7.0	6.4	5.3	6.8	8.3	*3.1	4.5	6.5
<b>Total</b>	<b>22.7</b>	<b>24.1</b>	<b>25.0</b>	<b>22.3</b>	<b>23.6</b>	<b>21.5</b>	<b>25.4</b>	<b>28.1</b>	<b>23.6</b>
Females									
Age (years)—									
15-19	8.4	9.0	10.8	9.5	9.8	7.9	5.9	11.8	9.3
20-24	7.0	7.2	6.6	7.0	6.7	7.0	5.2	9.1	7.0
25-34	18.7	17.3	17.8	18.3	18.0	20.3	25.2	15.8	18.1
35-44	23.2	21.4	21.3	23.0	23.8	25.1	22.3	24.3	22.5
45 and over	20.0	21.0	18.5	19.8	18.2	18.1	16.1	10.9	19.5
<b>Total</b>	<b>77.3</b>	<b>75.9</b>	<b>75.0</b>	<b>77.7</b>	<b>76.4</b>	<b>78.5</b>	<b>74.6</b>	<b>71.9</b>	<b>76.4</b>
Persons									
Age (years)—									
15-19	15.2	16.3	19.3	16.4	15.7	11.9	18.3	22.0	16.5
20-24	9.8	11.2	10.3	10.9	10.7	10.6	8.9	15.4	10.6
25-34	22.4	20.2	21.3	21.9	22.1	22.4	27.5	20.4	21.5
35-44	26.2	24.3	24.2	25.7	26.7	28.7	26.2	26.7	25.4
45 and over	26.4	28.0	24.9	25.1	25.0	26.4	19.2	15.4	26.0
<b>Total</b>	<b>100.0</b>								

(a) Employed persons, including the self-employed, who usually work less than 35 hours a week and who did so during the reference period. These figures relate to unpublished Labour Force Survey data and are based on data taken from the publication *The Labour Force, Australia, October 1991* (6203.0).

## EXPLANATORY NOTES

### Introduction

This publication contains results from a survey on the types, benefits and conditions of part-time, casual and temporary employment, conducted throughout New South Wales in October 1991, as a supplement to the Australia-wide monthly population survey. The supplementary survey was conducted at the request of the NSW Department of Industrial Relations, Employment, Training and Further Education.

2. The aim of the survey was to collect data on benefits and conditions of employment for specific categories of those persons who usually work on a part-time and non-permanent full-time basis which has accounted for substantial employment growth in NSW in recent years. Little is known about the employment arrangements of participating workers and this survey provides valuable information on this segment of the labour market for analysis and development of employment and training policies.

3. Information collected dealt with the employment benefits and conditions of workers who were employed on a part-time or casual/temporary full-time basis in the twelve months prior to October 1991.

### Scope and coverage

4. The monthly population survey is based on a multi-stage area sample of private dwellings (houses, flats, etc.) and non-private dwellings (hospitals, hotels, motels, etc.) and covers slightly less than one half of one per cent of the population of New South Wales. All persons aged 15 years and over normally in scope for the population survey were included in the supplementary survey with the exception of the self-employed, unpaid family helpers, institutionalised persons and boarding school pupils.

5. Interviews were conducted by specially trained ABS personnel. In each selected dwelling the particulars for the whole household were sought from any responsible adult member.

### Definitions

6. Types of *non-permanent full-time* work:

(a) *Temporary full-time* work is where a person usually works 35 hours per week or more whether at work or home, has no job security, has not worked full-time for all of the last 12 months and is eligible for paid holiday leave.

(b) *Casual full-time* work is where a person usually works 35 hours a week or more, has no job security, has not worked full-time for all of the last 12 months and is not eligible for paid holiday leave.

*The 'temporary full-time' category has been combined in most tables with 'casual full-time' to become 'non-permanent full-time'.*

7. Types of part-time work:

(a) *Permanent part-time* work is where a person usually works less than 35 hours a week, is eligible for paid holiday leave and has job security.

(b) *Temporary part-time* work is where a person usually works less than 35 hours a week, is eligible for paid holiday leave and has no job security.

*The 'temporary part-time' category has been combined in most tables with 'permanent part-time' to become 'permanent and temporary part-time'.*

(c) *Regular casual* work is where a person usually works less than 35 hours a week, is not eligible for paid holiday leave, is paid for hours worked and receives a steady income.

(d) *Irregular casual* work is where a person usually works less than 35 hours a week, is not eligible for paid holiday leave, is paid for the hours worked and does not receive a steady income.

(e) *Other part-time* work is where a person usually works less than 35 hours a week, is not eligible for paid holiday leave and is not paid per hour.

8. A *permanent job* is defined as one in which there are no limitations or reservations expressed as to the length of the period of employment, other than the required performance of the employee (i.e. permanency as opposed to limited tenure for an unspecified but limited period of time).

9. An *award* is a judicial decision of the Australian Industrial Relations Commission or the NSW Industrial Commission, setting out the terms and conditions of employment and the rate of pay for a particular occupation, industry or union membership. Variations to an award can be attained by a registered agreement or by the arbitral process, in which case they are called determinations. The minimum weekly amounts provided in awards, determinations and registered agreements under Commonwealth and State jurisdiction are known as award rates.

10. *Leave loading* is an extra percentage over and above normal pay, included with holiday leave payments.

11. A *trade union or employee association* is an organisation which principally covers the negotiation of rates of pay and conditions of employment for its members. Most of these bodies are registered with Federal or State industrial authorities but there are some which are not, especially in the case of employee associations or unions. This definition excludes many professional associations (e.g. Library Association of Australia).

12. A *superannuation or retirement benefit scheme* is any fund, association, scheme or organisation set up for the purpose of providing financial cover for members

when they retire. They may infrequently be referred to as a provident or pension scheme. Government benefits such as Social Security Pensions, Old Age Pensions and War Veterans' Pensions are not included in this definition.

13. The respondent does not necessarily have to contribute to a superannuation or retirement benefit scheme to belong to a scheme. For instance many employees will be part of a *Productivity Based Superannuation scheme*, where employers currently contribute the equivalent of 3% of an employee's salary to a superannuation scheme. This employer-contributed scheme can also be known as Occupational Based Superannuation, Industry Based Superannuation, or Award Based Superannuation.

14. *Formal employer training* includes in-house and in-service training, and any training for which the person was taken off normal duties in order to participate. It also includes training sponsored by the employer but provided by some other organisation. Study for an educational qualification such as a university degree or TAFE certificate is not included, even if such a course is undertaken in connection with the person's job.

15. A *degree* is a bachelor degree (including honours), a graduate or post-graduate diploma, masters degree or a doctorate.

16. A *trade qualification/apprenticeship* is an approved trade/technical apprenticeship in fields such as fitting and turning, hairdressing, plumbing and carpentry.

17. A *certificate or diploma* is an approved certificate or diploma in fields such as secretarial or business studies, administration, teaching and nursing.

18. *Other post-school qualifications* include adult education, preparatory/bridging courses, hobby courses, etc.

#### Related publications

19. Other ABS publications which may be of interest include:

*Type and Conditions of Part-Time Employment, South Australia, October 1986* (6203.4) (irregular)

*Type and Conditions of Part-Time Employment, Victoria, October 1988* (6304.2) (irregular)

*Part-Time Workers, Tasmania: October 1990* (6247.6) (irregular)

*The Labour Force, Australia, Preliminary* (6202.0) (monthly)

*The Labour Force, Australia* (6203.0) (monthly)

*The Labour Force, New South Wales* (6201.1) (quarterly)

*Employment Benefits, Australia* (6334.0) (annual)

*Award Coverage, Australia* (6315.0) (irregular)

*Superannuation, Australia* (6319.0) (two-yearly)

*Trade Union Members, Australia* (6325.0) (two-yearly)

#### Additional data

20. The ABS can also make available information from this survey which is not published, and a charge is generally made for providing such data. For further information please phone Jill Tomlinson on (02) 268 4388 or contact the ABS as shown on the back page.

#### Reliability of estimates

21. The household estimates in this publication have been formed from the survey data using a complex weighting procedure. This procedure involved weighting the survey estimates so that they conform to an independently estimated distribution of the population.

22. Estimates in this publication are subject to sampling and non-sampling errors. For information on these sources of error and the reliability of the estimates, refer to the Technical Note on Data Reliability.

#### Symbols and other usages

\* estimate subject to sampling variability too high for most practical purposes.  
— nil or rounded to zero.

23. Figures have been rounded, and discrepancies may occur between sums of the component items and totals shown.

## TECHNICAL NOTE ON DATA RELIABILITY

### Sources of error

There are a number of possible sources of error in sample surveys and these can be classified into two types: non-sampling error and sampling error.

### Non-sampling error

2. Non-sampling errors may arise as a result of errors in the reporting, recording or processing of the data and can occur even if there is a complete enumeration of the population. These errors can be introduced through inadequacies in the questionnaire; non-response; inaccurate reporting by respondents; errors in the application of survey procedures; incorrect recording of answers; and errors in data entry and processing.

3. It is difficult to measure the size of non-sampling errors. However, every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, extensive training and supervision of interviewers and efficient operating procedures.

### Sampling error

4. Sampling error is the error which occurs by chance because the data were only obtained from a sample, not the entire population.

### Standard error of estimates

5. One measure of the variability of estimates which occurs as a result of surveying only a sample of the population is the *standard error* (SE). There are about two chances in three that a survey estimate is within one standard error of the figure that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that it is within two standard errors. That is, there are 19 chances in 20 that the true estimate is in the range:

$$X - 2 \times SE(X) \text{ to } X + 2 \times SE(X)$$

(where X is the estimate)

The standard error of an estimate may be obtained from the table.

### Relative standard errors

6. The standard error can also be expressed as a percentage of estimates and this is known as *relative standard error* (RSE). Whilst the standard error increases as the size of the estimate increases, the relative standard error will decrease so that larger estimates are relatively more reliable than smaller ones.

7. The RSE is determined by dividing the standard error of an estimate SE(X) by the estimate X and expressing it as a percentage. That is:

$$RSE(X) = \frac{SE(X) \times 100}{X}$$

7. Only estimates with an RSE of less than 25 per cent are regarded as sufficiently reliable for most purposes. However, estimates and percentages with larger RSE have been included in this publication, preceded by an \* to indicate that they should only be used with caution.

### STANDARD ERRORS OF ESTIMATES OF PERSONS

Size of estimate (persons)	Standard error of estimate (number)	Relative standard error (per cent)
1,000	550	54.6
1,200	600	49.8
1,500	670	44.5
2,000	770	38.4
2,500	860	34.2
3,000	930	31.1
3,500	1,000	28.7
4,000	1,050	26.7
4,500	1,150	25.1
5,000	1,200	23.7
6,000	1,300	21.5
10,000	1,650	16.3
20,000	2,200	11.1
50,000	3,300	6.6
100,000	4,350	4.4
200,000	5,700	2.9
300,000	6,700	2.2
500,000	8,100	1.6
1,000,000	10,400	1.0